

DEI Strategic Implementation Coaching

Change Management and Implementation Consulting for Leaders and Committees to Reinforce *Progress, Accountability, and Results* for Your DEI (Diversity, Equity, and Inclusion) Initiatives



When Clients Bring Us In:

- **You have a DEI Initiative** that needs step-by-step guidance to do it properly.
- With all the possible topics and initiatives to work on, you're concerned **your efforts might be unfocused**, and you'll lose support for the positive change you know is possible.
- **You're unsure about how to leverage more people** in your organization and make meaningful progress on your efforts.

Our Role on Your Team:

We become your experienced DEI coach and mentor to give your leadership team, DEI Committee, or ERG the guidance, insights, and feedback they need to implement strategic DEI initiatives appropriately to minimize harm, increase buy-in, and roll out positive culture shifts.

Our objective is to support and empower you with the skills and perspectives you need to plan, launch, and run impactful initiatives with *less uncertainty and more autonomy*.

During Our Time Together, We Provide You With:

- ✓ A dedicated coach, selected for your specific role(s) and needs
- ✓ Progressive education, key insights, and teachable moments
- ✓ Facilitated discussions around strategic planning and sensitive topics
- ✓ Tools and templates for planning, communicating, and tracking your initiative

Possible Outcomes - Things You'll Get Done:

- ✓ Align DEI goals with your organization's strategic plan to ensure your efforts are focused and relevant, which means you'll get more support and buy-in from the top.
- ✓ Get leaders up-to-speed on important DEI perspectives so they can effectively champion initiatives without getting in the way.
- ✓ Create a DEI Learning and Development Plan for your organization, so everyone can be a part of evolving your culture together.

Some of the Purpose-Driven Clients We Work With:



Options For Individuals, Groups, or Both:

Individual Support Coaching For Individual Leaders



\$1,000* *per month*

Minimum 6- or 12-month commitment.
Up to two leaders may attend sessions.

Group Support Advising for Committees + ERGs



\$12,000* *per year*

Minimum 6- or 12-month commitment.
For groups of 3 or more.

What's Included:

- ✓ **Up to three (3) confidential 45-minute one-on-one coaching sessions per month.**
- ✓ **Comprehensive Leadership Assessments** to track, measure, and reflect on progress.
- ✓ **Coaching sessions are customized** to leaders' unique positions and concerns so they can problem-solve and build their capacity to positively influence diversity, equity, and inclusion in your organization.

What's Included:

- ✓ **Up to twelve (12) 60-minute group coaching sessions**, to be scheduled within a 12 month period.
- ✓ **Your first session is a 90-minute Strategy Session** to discuss your implementation goals and align your coaching sessions.
- ✓ **Coaching session schedules can be compressed** to two sessions per month for groups that want to build momentum more quickly in the beginning.

All Packages Include:

- ✓ Access to your coach via Zoom, phone, and email throughout your engagement.

**Starting at*

What Else You Might Want to Know:

- **Many clients opt for coaching for their DEI initiative leader *and* their committee at the same time**, so leaders can become DEI mentors and feel more confident guiding their group toward success with less friction.
- **We encourage up to two participants** in our Individual Leadership Coaching engagements to foster a culture of DEI learning and accountability outside of our sessions together. We find that two leaders working together can make more progress and reinforce each other when they use this kind of “buddy system”.
- **Additional sessions** can be added as needed: **\$5,000 for every six (6) sessions in a 3-month period.**
- **Individual Leader Coaching** may be paid monthly by auto-debit or paid-in-full.
- **Due to the nature of C-Suite positions, we offer Executive Coaching for C-Suite members as a separate service** with a different schedule of coaching sessions and coach access from what is described above.

Additional Services – Can Be Added Separately:

Our coaching services allow us to serve you in an advisory capacity.

Although your coaching engagement does not include company- or department-wide assessments, strategic planning, trainings, or keynotes, it's common for coaching clients to ask for these types of services during a coaching engagement to foster learning and development during their initiatives. *More information available upon request.*

Here's a brief overview of our offerings and their base fees:



Assessments

We offer our 360-degree **Cultural Equity Assessment**, which includes private stakeholder interviews, a review of your practices, processes, and policies, and regular Cultural Pulse Assessments to track your ROI.

Starting at \$7,500

For organizations up to 100 employees



DEI Strategic Planning

We work with key team members to develop a hyper-focused, results-driven **Strategic Thrive Plan** for addressing the most problematic DEI Gaps identified in your assessment, while allowing you to pave the way for all team members to thrive long-term.

Starting at \$50,000

For organizations up to 100 employees



DEI Training & Workshops

Micro-Progression Action Classes custom-tailored to empower your whole team with the high-impact, low-burden skills needed to reach your strategic goals.

Starting at \$8,000

For half-day virtual Action Classes



Keynote Speaking

Increase buy-in and set the tone for your culture during your DEI initiatives. Topic-focused keynote presentations include a variety of ways to engage and learn – catering to differing levels of experience, trust, and safety in your teams.

Starting at \$5,000

For up to 90-minutes virtual with interactive breakouts and Q&A